

Government Decree 430/2016 (XII. 29.) Korm.

on the Mandatory Minimum Wage and on the Guaranteed Wage Minimum

Pursuant to the authorization granted in Subsection (1) of Section 153 of Act I of 2012 on the Labor Code, acting within its legislative competence conferred under Article 15(1) of the Fundamental Law, the Government has adopted the following Decree:

Section 1

This Decree shall apply to all employers and employees.

Section 2

(1) The mandatory minimum base wage (minimum wage) payable to full-time employees who have worked the entire work period shall be

a) 127,500 forints if paid on a monthly basis, 29,310 forints if paid on a weekly basis, 5,870 forints if paid on a daily basis, and 733 forints if paid on an hourly basis as of 1 January 2017.

b) 138,000 forints if paid on a monthly basis, 31,730 forints if paid on a weekly basis, 6,350 forints if paid on a daily basis, and 794 forints if paid on an hourly basis as of 1 January 2018.

(2) By way of derogation from what is contained in Subsection (1), the guaranteed wage minimum for workers employed in positions requiring a secondary school diploma or advanced vocational training, or higher, if they worked the entire work period, shall be

a) 161,000 forints if paid on a monthly basis, 37,020 forints if paid on a weekly basis, 7,410 forints if paid on a daily basis, and 926 forints if paid on an hourly basis as of 1 January 2017.

b) 180,500 forints if paid on a monthly basis, 41,500 forints if paid on a weekly basis, 8,300 forints if paid on a daily basis, and 1,038 forints if paid on an hourly basis as of 1 January 2018.

(3) In respect of payment by results, if the employee satisfies one hundred per cent of the output requirements and works the entire work period the mandatory minimum monthly wage for full-time employees (the total of a net wage or guaranteed wage and a variable wage that depends on output):

a) the mandatory minimum referred to in Subsection (1) shall be 127,500 forints as of 1 January 2017, and 138,000 forints as of 1 January 2018;

b) the guaranteed wage minimum referred to in Subsection (2) shall be 161,000 forints as of 1 January 2017, and 180,500 forints as of 1 January 2018;

(4) If the full work period:

a) is longer than eights a day [Subsection (2) of Section 92 of Act I of 2012 on the Labor Code (hereinafter referred to as "Labor Code")],

b) is less than eights a day [Subsection (4) of Section 92 of the Labor Code],
the hourly wage defined in Subsections (1) and (2) shall be proportionally increased or decreased as appropriate.

(5) In connection with part-time employment:

a) the monthly, weekly and daily wages mentioned in Subsections (1)-(3) must be decreased in proportion to the time differential,

b) and the hourly wage mentioned in Subsections (1) and (2) must be reckoned by the amount specified therein or by an amount prorated in accordance with Subsection (4).

Section 3

(1) This Decree shall enter into force on 1 January 2017.

(2) The provisions of this Decree shall apply for the first time to wages payable for January 2017.

(3) For the purposes of this Decree:

a) budgetary agencies shall be construed as employers;

b) persons employed in civil service, government service and public service relationship shall be recognized as employees;

c) remuneration in the case of civil servants, and the aggregate of base and supplemental remuneration in the case of employees in government service and public service relationship shall be construed as the personal base wage.

(4)¹

¹ Repealed under Section 12 of Act CXXX of 2010, effective as of 2 January 2017.